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MINUTES

OF THE

CIA CAREER SERVICE BOARD

33rd Meeting, Thursday, 10 June 1954, at 4:00 P.M.
DCI Conference Room, Administration Building

Present: General Charles P. Cabell, DDCI
Lyman B. Kirkpatrick, Inspector General, Chairman
[REDACTED] Chief, PP, Member
[REDACTED] Deputy Director of Training, Alternate
25X1A9a [REDACTED] Training, Member
25X1A9a [REDACTED] Alternate for DD/P, Member
[REDACTED] D/O, Member
[REDACTED] AD/Communications, Member
Harrison G. Reynolds, AD for Personnel, Member
L. K. White, DD/A, Member
25X1A9a [REDACTED]
25X1A9a [REDACTED]
George E. Meloon, DAD for Personnel, Guest
25X1A9a [REDACTED] Executive Secretary
[REDACTED] Secretariat
[REDACTED] Reporter

1. The Board approved the minutes of the 31st meeting held 13 May 1954 without change.

2. The Board approved the minutes of the 32nd meeting held 3 June 1954 without change.

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3. The Board then considered again the proposed Regulation [REDACTED] "The Career Staff of the Central Intelligence Agency", which had also been discussed at the previous meeting. With one amendment the Regulation was approved. The Board requested that it be forwarded to the DCI for his approval with the recommendation that it be published before 1 July 1954.

4. The Board then understood consideration of the Proposed Notice, "Training for Reassignment". After considerable discussion it was decided that the Assistant Director for Personnel would resubmit this paper at a future meeting of the Board and that the attempt would be made to combine this procedure with the procedure for the Reassignment Board.

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5. Mr. Reynolds reported on a conversation he and Mr. Meloon had had that morning with Mr. Glen Stahl (Executive Vice Chairman, Interagency Advisory Group, U. S. Civil Service Commission) regarding the Career Service Program in CIA. Mr. Reynolds stressed the fact that this was an informal meeting and that Mr. Stahl had given Mr. Meloon and himself his personal opinion which was in no way to be construed as an official view of the Civil Service Commission. Mr. Stahl's reaction to the over-all Career Service Program of CIA was favorable. In particular, he felt that the system of Boards - screening, reviewing, advisory - was sound. He favored the 3-year provisional system and said that the Commission was thinking of establishing a similar period for the Career Service Program that it had under study on a Government-wide basis. Such a 3-year period, he said, might eventually affect Reduction-in-Force procedures in the Government. He felt that we might be too greatly emphasizing specialization through our many Career Services. He felt that CIA's new Promotion policy was sound, especially if administered within broad occupational groups. With regard to our Fitness Report, he said that as a tool for narrative evaluation it was good and he like Section 5 particularly. He warned, however, that to attempt to get a numerical or adjectival rating from this report would be to defeat its purpose and would cause endless difficulties. The Board agreed that no formal opinion would be requested of the Commission inasmuch as such a request might cause the Commission to feel that it had a measure of control over our internal personnel policies and procedures.

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6. Mr. [REDACTED] then presented the Insurance Task Force Final Report, Part I, "Studies, conclusions and recommendations as to Death". The recommendations, which were approved, were as follows:

(a) That the Agency avoid any life insurance plan on a self-insurance basis--at this time.

(b) That AD Personnel assume responsibility for closely following the proposed life coverage features in the Government Plan and report developments.

(c) That the Agency accept the Omaha proposal as shown under the level-premium basis and direct the DD/A and General Counsel complete the contract.

(d) That AD Personnel take charge of an information campaign to the employees on the Omaha Plan and also assume responsibility for the self-insurance study, if it is approved.

(e) That the Insurance Task Force now go out of business in respect to life insurance.

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Mr. [REDACTED] reported that work on the Task Force Report, Part II, "Studies, conclusions and recommendations as to disability", was progressing, although it was more complex than that which had just been presented. Mr. Kirkpatrick move - and it was approved - that a formal note of thanks be issued to the Insurance Task Force.

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7. The Board agreed to meet at 4:00 P.M. on Tuesday, 15 June, in order that Mr. Reynolds might be present for the discussion of the proposed Regulation No [REDACTED] "The CIA Career Council and the Career Services".

8. The meeting adjourned at 5:20 P.M.

[REDACTED]
Executive Secretary

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